

PRESIDENT'S COLUMN

Loretta Czernis:
Unsettling influence
of corporate power
in our universities.

See Page A3

IN THE NEWS

Carleton University
president's actions
condemned by
CAUT Council.

See Page A5

ACTUALITÉS

Le Collège
universitaire du
Nord frappé de
censure.

Voir Page A7

POLL: Increase Education Funding

Committee of Inquiry at Acadia
Liberal-NDP Budget Deal
Carleton: des gestes condamnés

A2

A4

A6

A7

Careers

B1

CAUT ACPPU BULLETIN

Canada's Voice for Academics

La voix des universitaires
du Canada

VOL 52 | NO 5 | MAY 2005 MAI | CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS | ASSOCIATION CANADIENNE DES PROFESSEURES ET PROFESSEURS D'UNIVERSITÉ

CAUT Council Threatens Censure of UCN

CENSURE proceedings have been initiated regarding Manitoba's new University College of the North. Citing the failure of the Government of Manitoba and the interim board of governors of UCN to make provision for academic freedom, tenure or a proper senior academic governance body, CAUT Council voted unanimously at its April 29 meeting to impose censure at the November 2005 council meeting unless adequate progress is made to rectify these omissions.

"We have been talking with the Manitoba government since early 2002 about their plans for the new institution," said CAUT executive director James Turk. "Consistently we have stressed the need for academic freedom, tenure, and a senior academic body that would have responsibility for making the decisions about academic and educational policy. Regrettably, plans have proceeded with none of these in place."

Turk said he is hopeful UCN's interim council will engage in discussions with CAUT and its provincial counterpart, the Manitoba Organization of Faculty Associations, leading to the adoption of policies to protect academic freedom, including tenure provisions made meaningful by financial exigency and redundancy language common in most Canadian universities.

"A stumbling block in resolving this issue is the government's unwillingness to give the institution's senior academic body powers equivalent to senates at other Manitoba universities," Turk said. "As well, the UCN Act allows the

Bishop's Faculty Vote No Confidence in Principal



Bishop's University — In a Faculty Council vote, more than 60 per cent of academic staff expressed no confidence in Principal Poupart's leadership.

FACULTY at Bishop's University passed a motion of no confidence in principal Robert Poupart last month.

More than 60 per cent of the 121 faculty members voting supported the motion that "The Faculty Council of Bishop's University does not have confidence in the leadership of Robert Poupart," with 20 per cent voting against and 17 per cent abstaining.

Ron Yeats, chair of the council, said this was the largest vote ever at Bishop's. "In 37 years at Bishop's, I don't recall a larger turnout."

Following the vote, the council asked the Bishop's corporation (its board of governors) to convene, jointly with the council, a three-person independent commission on governance to bring recommendations to the council and the corporation "on how to deal with the present crisis in governance at Bishop's University."

Concerns about Poupart's leadership swept the Lennoxville, Que., university in the months before the vote. In late March, more than 50 staff

See NO-CONFIDENCE Page A4

See CENSURE Page A4

Bishop's: motion de blâme déposée contre le recteur

LE corps enseignant de l'Université Bishop's a adopté le mois dernier une motion de blâme à l'endroit du recteur Robert Poupart.

Plus de 60 % des 121 professeurs qui ont participé au vote ont approuvé la motion, 20 % se sont prononcés contre et 17 % se sont abstenus. « Le conseil du corps enseignant de l'Université Bishop's n'a pas confiance au leadership de Robert Poupart. »

Selon Ron Yeats, président du conseil du corps enseignant, il s'agit du plus haut taux de participation à un vote à Bishop's. « Je ne me souviens pas qu'il y ait eu en 37 ans à Bishop's un plus grand nombre de participants. »

A l'issue du scrutin, le conseil du corps enseignant a demandé à la Corporation de l'Université Bishop's (son conseil d'administration) d'établir, en collaboration avec le conseil, une

commission indépendante sur la gouvernance formée de trois personnes et chargée d'adresser au conseil et à la corporation des recommandations « sur la marche à suivre face à la crise actuelle de gouvernance à l'Université Bishop's ». La contestation du leadership de M. Poupart, recteur de l'université québécoise de Lennoxville,

Voir BISHOP'S à la page A5

The
MORTGAGE
Centre

Discount Rates Page A6

Academic
Freedom
Post-9/11

Conference Details Page A9

PLEDGED TO DATE: \$729,840

\$1 Million

PHOTO: BISHOP'S UNIVERSITY

CAUT & ACPPU BULLETIN

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LETTERS COURRIER

McMaster Policy Revisited

I think David Hitchcock ("CAUT Committee Calls for End to McMaster Policy," Bulletin, April 2005) erred in using his professional status on a letter to fellow constituents in the matter of an upcoming ward election. At the very least, I do not think the matter is quite so clear as the ad hoc investigatory committee report, authored by William Bruneau and Ted Hannah, would have us believe.

Dr. Hitchcock's letter was about campaign financing in a local election. His expertise on this matter came primarily from his role as a member of one candidate's fundraising team, and as a concerned local citizen, both of which he makes clear in the letter. But Hitchcock's academic title of Professor of Philosophy does not represent any special expertise relevant to the matter he was writing about.

What might make Hitchcock's professional role relevant to his letter would be if his intent was to indicate he was a local employee, in the same manner that he gave his home address in order to indicate he was a resident of the ward

he was discussing. This would be relevant if we presume that, had he been a mill worker for Stelco, he would have indicated this in his letter.

The report states that none of the people interviewed for this report could think of situations to which the revised guidelines might apply. I can. I am an assistant professor in the faculty of education at Lakehead University. The local school board has been discussing closing a large number of high schools and building a large central school. This is, to say the least, very controversial in the community.

I believe the smaller schools do not need to be more expensive to run, and that the needs of many students are better met in smaller schools. But these are administrative, financial, and perhaps psychological questions – as a philosopher of education I do not have any special knowledge or research on which to base such claims.

As a concerned local citizen I have every right to raise these questions. But if I were to do this in a forum like our local paper – and to make clear my role as professor of education – I could not help but suggest an expertise on matters upon which I have no such expertise.

Bruneau and Hannah are wrong to say "professors should be able to identify themselves as members of the academy/intellectuals or as persons of stature when speaking to the media about matters of general public concern." Our expertise on important questions comes from the knowledge we have, not from any perceived "stature." We should work to share this knowledge, and show how it illuminates pressing problems we face, rather than simply referencing this with the title of "Professor." Doing the latter leads to the kind of abuse I have suggested.

What seems to be at the heart of much of the concern reflected in the CAUT report is a concern that professors be muzzled in speaking out against their employer. Of course, in this case, it is relevant to make our professional position clear, not because most of us have any special knowledge of labour law, or academic freedom or rights, but as employees, and affected parties. But that is a different matter, and not adequately distinguished in the report.

DONALD KERR
Education
Lakehead University

Poll: Public Supports More Money for Post-Secondary Education

EIGHT out of 10 Canadians believe the federal government should boost spending on post-secondary education, according to the latest national public opinion poll commissioned by CAUT.

When asked what the priority of any new federal funding should be, more than 44 per cent of the survey's respondents said the money should be used to reduce tuition fees.

"More and more Canadians are concerned about the cost of university and college education, and for good reason," said CAUT president Loretta Czernis. "Fees have more than doubled in the past decade in most provinces, while in some professional programs tuition is now five and six times what it was."

A majority of respondents said they believed it was more difficult to get a post-secondary education today. Fifty-nine per cent of people surveyed said it was harder for lower-income students today to get a college or university education than just 10 years ago, while 22 per cent disagreed.

In British Columbia, where fees have skyrocketed in the past two years, near-

ly 70 per cent of respondents said high tuition costs are making it more difficult to get a degree.

Canadians are also concerned about the rising tuition fees in professional schools such as law, medicine and dentistry, said the survey by Decima Research. Governments and admini-

More & more people are concerned about the cost of university and college education.

strations often justify steep hikes in these programs on the grounds that students will earn more when they graduate and should therefore be expected to pay more.

But it's an argument that most Canadians don't accept. Only 21 per cent of people surveyed said it was acceptable to charge higher fees to students in professional programs, while 74 per cent said it was wrong because high tuition

costs would prevent lower- and middle-income students from attending these schools.

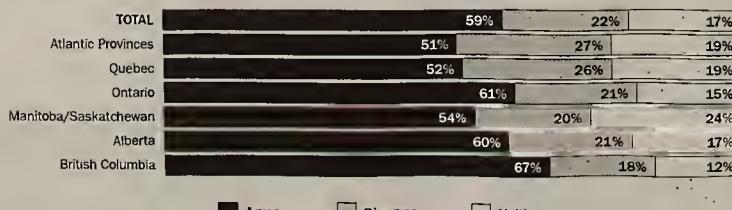
The survey went on to show more people are willing to pay higher taxes if that translates into more funding for universities and colleges. When asked whether they would support a tax increase if the extra revenues were used to fund post-secondary education, 27 per cent of respondents said they would and only 15 per cent said they would not support a tax hike.

"We've seen over a number of polls now that there's a strong desire on the part of Canadians to have their governments improve funding for post-secondary education," Czernis said. "It's time we step up our lobbying efforts to make sure governments are getting the message."

Decima polled 2,000 Canadians in March and gave the survey a margin of error of 2.2 percentage points, 19 times out of 20.

Version française à la page A3.

Q | Compared to 10 years ago, it's more difficult for low-income Canadians to get a university or college education.



COMMENTARY

TRIBUNE LIBRE

PRESIDENT'S COLUMN

Unsettling Influence of Corporate Power in our Universities



By LORETTA CZERNIS

UNIVERSITY governance requires more than academic staff input. It requires academic guidance. Imagine a senate devoid of faculty members and librarians. It could not function responsibly. It could not make academic decisions. We are the constituency competent to make judgments about the shape of our universities.

Our board members from the business world do not necessarily understand the significance of an academic argument. These are people who think predominantly in terms of economic gain. And these are the people who are stripping academic staff of our power to use our academic judgment to steer our institutions toward the future.

As corporate interests contaminate our universities to a greater and greater degree, sound academic arguments are drowned out by the noisy rattle of money being thrown at unnamed campus properties, and even unnamed faculties. Our ability to make sound academic decisions in bodies like the senate is slipping away. Our senates are becoming dollar-driven, not scholar-driven.

A member of CAUT's Women's Committee wrote to me recently stating "how very important it is for universities to retain their autonomy and independence in decision making, even when decisions might be regarded as controversial."

Katherine Side was referring to the specific problem of giving honorary degrees to controversial figures. We can see the distort-

ing impact of the corporate influence in academic affairs when we look at who is awarded honorary degrees.

Honorary degrees that have little academic merit are just one symptom of the increasing corporate mentality starting to dominate our universities.

Sometimes our institutions are put at risk because of the lobbying and pressure brought to bear by corporate bodies eager for status and influence. In some cases they also wish to control various forms of research. It is important to remember that whatever power and civic status these business leaders may have gained, it is often based on the exploitation of others for monetary profit.

Even more insidious is the manner in which many of our university presidents and senior administrators are embracing a corporate perspective. They willingly cast aside our unique academic traditions to impose a business model on all aspects of the university.

Not only are they quick to embrace "good ideas" put forward by corporate members of boards, they show their "grasp" of the corporate way by introducing corporate type administrative practices without prodding by the business world. It is as if they want to prove to the corporate sector that university administrators share their values. Ironically, many of their "corporate" ideas are already outdated in the real corporate world.

Academic staff need not only be vigilant but also to reject schemes that exploit our universities. It is also important to remember how corporate executives act when things go wrong -- they usually foist the blame on others. We are the ones who will be held accountable by

our students and communities if our universities stumble.

Do you think I am exaggerating? Here are a few governance crises that I am currently monitoring:

• At York University, students and staff were assaulted by police (who had been invited in by the York administration) during the exercise of their democratic rights of freedom of speech and freedom of assembly on York property;

• At one of our member universities, a vote of no confidence has been held by faculty against a new rector for acting in a heavily-handed corporate manner;

• In March, the chancellor of the Université de Montréal, André Caillé, who also heads Hydro-Québec, announced the board of the university had chosen Luc Vinet as the new rector.

What is alarming about the Vinet appointment is that a search committee, with strong faculty representation, had been working for over a year and had finally unanimously recommended another candidate, Suzanne Fortier.

Immediately following Caillé's announcement, the faculty association called for the removal of Vinet. A week later five unions banded together to protest the manner in which Vinet was chosen. Caillé says the board will never reverse its decision. I would suggest it is better never to say never when it comes to the realities of university life.

The answer is to put strong language in our agreements that protects our numbers and our rights on important institutional decision-making bodies, and to defend those rights vigorously when necessary. ■

LE MOT DE LA PRÉSIDENTE

L'influence troublante du pouvoir des sociétés dans nos universités

Par LORETTA CZERNIS

La gouvernance des universités exige plus que la rétroaction du personnel académique. Elle nécessite une orientation universitaire. Imaginez un sénat sans corps professoral et bibliothécaires. Il ne pourrait pas fonctionner de manière responsable. Il ne pourrait pas prendre de décisions universitaires. Nous sommes le corps électoral qui a la compétence de porter des jugements sur la composition de nos universités.

Les membres de nos conseils d'administration qui proviennent du monde des affaires ne comprennent pas nécessairement la signification d'un argument universitaire. Ce sont des personnes qui pensent avant tout en fonction des gains économiques. Et ces mêmes personnes sont en train de gruger le pouvoir que nous avons, à titre d'universités, d'avoir recours à notre jugement universitaire pour orienter nos établissements vers l'avenir.

Au fil et à mesure que les intérêts des sociétés contaminent de plus en plus nos universités, les arguments universitaires probants sont noyés par le cliqueting des pièces de monnaie lancées à des propriétés du campus et même à des facultés sans nom. Notre capacité à prendre des décisions universitaires judicieuses au sein d'organes comme le sénat est en train de nous échapper. C'est l'argent plutôt que les savants qui guident désormais nos sénats.

Un membre du Comité des femmes de l'ACPPU m'a récemment écrit en me disant : « Combien il est très important que les universités conservent leur autonomie et leur indépendance déci-

sionnelles, même lorsque les décisions pourraient être considérées comme controversées. »

Katherine Side évoquait le problème particulier de l'octroi de doctorat *honoris causa* à des personnalités controversées. Nous pouvons constater l'influence déformatrice du pouvoir des sociétés dans les affaires universitaires lorsque nous consultons la liste des lauréats à qui l'on a conféré des doctorats *honoris causa*.

Ces titres honorifiques revêtent peu de mérite universitaire et ne sont que l'un des symptômes de la mentalité d'entreprise grandissante qui commence à s'installer dans nos universités.

Parfois, nos établissements sont menacés par le lobbying et les pressions exercées par les sociétés ambitionnant le prestige et l'influence. Dans certains cas, celles-ci désirent aussi contrôler les diverses formes de recherche. Il est important de se rappeler que le pouvoir et le rang social que ces chefs d'entreprise ont pu acquérir reposent souvent sur l'exploitation financière des autres.

Ce qui est encore plus insidieux, c'est la manière dont beaucoup de recteurs et d'administrateurs universitaires épousent une vision d'entreprise. Ils rejettent volontiers nos traditions universitaires uniques pour imposer un modèle d'entreprise à tous les aspects de l'université.

Non seulement épousent-ils d'emblée les « bonnes idées » mises de l'avant par les gens d'affaires de nos conseils d'administration, mais ils montrent leur « maîtrise » des méthodes d'entreprise en in-

Voir L'INFLUENCE à la page A4 ■

Sondage : envoi d'un message sur le financement

D'APRÈS un sondage d'opinion commandé récemment par l'ACPPU, huit Canadiens sur dix considèrent que le gouvernement fédéral devrait investir davantage dans l'enseignement postsecondaire.

Lorsqu'on leur a demandé quelles étaient les priorités de tout nouveau financement provenant du fédéral, plus de 44 % des répondants au sondage ont déclaré qu'on devait employer cet argent à réduire les frais de scolarité.

« De plus en plus de Canadiens s'inquiètent avec raison du coût de l'enseignement universitaire et collégial », de dire Loretta Czernis, présidente de l'ACPPU. « Au cours des dix dernières années, les tarifs ont plus que doublé dans la plupart des pro-

vinces, alors que le coût de certains programmes professionnels est maintenant de cinq à six fois supérieur à ce qu'il était. »

La majorité des répondants considère qu'il est plus difficile d'entreprendre des études postsecondaires de nos jours. Cinquante-neuf pour cent des gens interrogés ont répondu qu'il était plus difficile pour les étudiants à faible revenu d'étudier au collège ou à l'université qu'il y a à peine dix ans, alors que 22 % croyaient le contraire.

En Colombie-Britannique où les frais ont augmenté en flèche depuis les deux dernières années, près de 70 % des répondants jugent que les frais de scolarité élevés rendent de plus en plus difficile l'ob-

tenzione d'un diplôme.

D'après le sondage mené par le Centre de recherches Décima, les Canadiens se disent également préoccupés par la hausse des frais de scolarité dans les écoles professionnelles comme celles de droit, de médecine et de dentisterie. Les gouvernements et les administrations justifient souvent les hausses soudaines dans ces programmes en prétendant que les étudiants se méritent des salaires plus élevés une fois diplômés et qu'ils devraient, par conséquent, s'attendre à payer davantage.

Cependant, il s'agit là d'un argument réfuté par la plupart des Canadiens. À peine 21 % des gens interrogés ont répondu qu'il était accorde aux universités et aux collèges. Lorsqu'on leur a demandé s'ils favorisaient une augmentation des impôts dans la mesure où ces revenus additionnels permettraient de financer l'enseignement postsecondaire, 27 % des répondants

table d'exiger des frais plus élevés des étudiants inscrits dans les programmes professionnels, alors que 74 % considèrent qu'on fait fausse route, puisque des frais de scolarité plus élevés empêcheraient les étudiants à revenu faible et moyen de fréquenter ces écoles.

Le sondage démontre également que les répondants sont plus nombreux à accepter de verser davantage d'impôts s'il en résulte une augmentation du financement accordé aux universités et aux collèges. Lorsqu'on leur a demandé s'ils favorisaient une augmentation des impôts dans la mesure où ces revenus additionnels permettraient de financer l'enseignement postsecondaire, 27 % des répondants

se sont dits favorables, alors que seulement 15 % ont répondu qu'ils n'appuieraient pas une augmentation d'impôts.

« Nous constatons, d'après un certain nombre de sondages, que les Canadiens souhaitent ardemment que leurs gouvernements financent davantage l'enseignement postsecondaire », de dire Mme Czernis. « Le temps est venu d'intensifier nos activités de couloir pour nous assurer de faire passer le message. » ■

Le Centre de recherches Décima a interrogé 2 000 Canadiens au cours du mois de mars et le sondage comporte une marge d'erreur de 2,2 %, 19 fois sur 20.

English on page A2.

CAUT Distinguished Academic AWARD

The CAUT Distinguished Academic Award recognizes academics who excel in each of the domains of academic life: teaching, research and service to the institution and to the community. The recipients will be individuals whose teaching, research and service have contributed noticeably to the lives of their students, to their institution, to their field of study and to the community. The award will be given annually.

Nominations for the award may be submitted by individuals, member associations or others. Deadline for nominations is October 1, 2005.

Nominators should submit:

- (a) a letter explaining the rationale for the nomination, and
- (b) the names of people and/or documentation that would help the jury in its inquiries and decision making.

Nominations will be adjudicated by a jury approved by CAUT Council. The jury's recommendation will be made to the fall Council for approval.

The award will be presented at the spring CAUT Council meeting. The recipient will be invited to give an address to Council. The address will be subsequently published by CAUT. The recipient will receive a \$1,000 honorarium with the award.

Please send nominations by mail, fax or email to:

DISTINGUISHED ACADEMIC AWARD
Canadian Association of University Teachers
2675 Queen'sview Drive, Ottawa, Ontario K2B 8K2
Fax: (613) 820-7244
Email: acppu@caut.ca



PRIX DE L'ACPPU POUR Services émérites

Le prix de l'ACPPU pour services émérites souligne le travail des membres du personnel académique qui excellente dans chacun des domaines de la vie universitaire et collégiale : enseignement, recherche et services à l'établissement et à la collectivité. Les lauréats seront des personnes dont l'enseignement, la recherche et le service ont contribué, de façon remarquable, à la vie de leurs étudiants, de leur établissement, de leur domaine d'étude et de la collectivité.

Le prix sera décerné chaque année. Des personnes, des associations membres ou d'autres peuvent présenter des candidatures. La date d'échéance des mises en candidature est le 1^{er} octobre 2005.

Les personnes qui proposent une candidature doivent l'accompagner :

- (a) d'une lettre qui justifie la candidature et
- (b) des noms de personnes et (ou) des titres de documents qui aideraient le jury dans ses recherches et sa prise de décisions.

Les candidatures seront évaluées par un jury approuvé par le conseil de l'ACPPU. La recommandation du jury sera soumise à l'approbation du conseil à sa réunion d'automne.

Le prix sera remis lors de la réunion printanière du conseil de l'ACPPU. Le ou la récipiendaire sera invité à prononcer un discours devant le Conseil. Ensuite, l'ACPPU publiera l'allocution. Le ou la récipiendaire recevra des honoraires de mille dollars en plus du prix.

Veuillez faire parvenir les candidatures par la poste, télécopieur ou courriel à :
PRIX POUR SERVICES ÉMÉRITES
Association canadienne des professeurs et professeures d'université
2675, promenade Queen'sview, Ottawa (Ontario) K2B 8K2
Téléc. : (613) 820-7244
Courriel : acppu@caut.ca



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Project, program, and research presentations will promote the development of healthy work and study environments, healthy lifestyles, and provide an opportunity to network with national and international colleagues.

Registration and additional conference information is available on the conference website.

Plan to join us in Edmonton in October!

www.healthyconference.ualberta.ca
healthyconference@hrs.ualberta.ca

NEWS ACTUALITÉS

Committee of Inquiry at Acadia University

CAUT has appointed an ad hoc investigatory committee to review the denial of tenure to Eileen Hogan.

Hogan, who was an associate professor in the school of nutrition and dietetics at Acadia University, had her final appeal rejected by a university-wide appeals committee in early 2003.

The investigation will determine if Hogan's application for tenure and her appeals received a fair hearing, and if, in the consideration of the process, there were any violations of the collective agreement between Acadia's board of governors and the Acadia University Faculty Association.

"We're concerned," said CAUT president Loretta Czernis commenting on the controversy. "We hope the inquiry will answer our questions and help obtain a fair outcome for Dr. Hogan."

Members of the committee are Patricia Baker, an associate profes-



Eileen Hogan

sor of sociology and anthropology at Mount Saint Vincent University, and St. Thomas University sociologist professor Gayle MacDonald.

AUFA will help to facilitate the work of the committee. ■

Version française à la page A7.

CAUT Welcomes New Affiliate

THE Northern Ontario School of Medicine Faculty Association (NOSMFA) was welcomed into membership by CAUT Council in April.

Representing academic staff at the newly-created institution, the faculty association is actively pursuing certification to establish collective bargaining rights at the school's two campuses.

Brian Ross, the president of NOSMFA, expressed delight at his association becoming a member of CAUT. "With our members split between two campuses — 1,000 km apart — we face many challenges," Ross said. "But we're confident we will complete our certification drive shortly and then successfully negotiate a first collective agreement. We look forward to the advice and support of CAUT and its member associations."

The Northern Ontario School of Medicine is a joint venture of Laurentian University in Sudbury and Lakehead University in Thunder Bay. It will have multiple teaching and research centres across Northern Ontario. The first group of undergraduate medical students will begin their programs in September 2005. ■

Version française à la page A5.

L'influence troublante du pouvoir des sociétés dans nos universités

From the PAGE A3

trouduisant, de leur propre initiative, des pratiques administratives du secteur privé. C'est tout comme s'ils désiraient prouver au secteur privé que les administrateurs universitaires partagent leurs valeurs. Ironiquement, bon nombre de leurs idées dites « d'entreprise » sont déjà dénuées dans le véritable monde des affaires.

Le personnel académique doit non seulement être vigilant mais il lui faut aussi rejeter les manœuvres qui exploitent nos universités. Il est aussi important de se rappeler comment les cadres d'entreprise agissent lorsqu'elles affaires tournent au vinaigre — ils jetent habituellement le blâme sur les autres. Nous sommes ceux et celles vers qui nos étudiants et nos communautés pointeront un doigt accusateur si nos universités faillissent à la tâche.

Vous croyez que j'exagère? Voici quelques crises de gouvernance que je surveille à l'heure actuelle :

• À l'Université York, les étudiants et le personnel sont été attaqués par des policiers (qui avaient été invités par l'administration de York) pendant qu'ils exerçaient leurs droits démocratiques de liberté d'expression et de liberté de réunion sur les terrains de l'université.

• À l'une de nos universités membres, le corps professoral a dé-

posé une motion de défiance contre un nouveau recteur qui a agi en affichant un fort penchant pour le monde des affaires.

• En mars, le chancelier de l'Université de Montréal, André Caillé, qui dirige également Hydro-Québec, a annoncé que le conseil de l'université avait choisi Luc Vinet comme nouveau recteur.

Ce qui est alarmant au sujet de la nomination Vinet, c'est qu'un comité de recrutement, qui travaillait depuis un an et auquel siégeait une forte proportion de membres du corps professoral, a finalement recommandé à l'unanimité la nomination d'une autre candidate, Suzanne Fortier.

Immédiatement après l'annonce de M. Caillé, l'association des professeurs a réclamé le renvoi de M. Vinet. Une semaine plus tard, cinq syndicats se sont unis pour protester contre la manière dont M. Vinet avait été choisi. M. Caillé affirme que le conseil d'administration ne renverra jamais sa décision. Je suggérerais qu'il vaut mieux ne jamais dire jamais lorsqu'il s'agit des réalités de la vie universitaire.

La réponse consiste à échapper dans nos conventions un langage ferme qui permettra de protéger nos effectifs et nos droits au sein des organes décisionnels importants des universités et de défendre énergiquement ces droits au besoin. ■

No-Confidence Vote at Bishop's University

From the PAGE A1

signed an open letter to the principal reiterating their concerns.

"The perception of many people is that the last few months have seen, among other things, willful and probably illegal violation of the university's statutes (RORs), mistreatment of loyal employees, violations of the Québec Labour Code, personal intimidation, violation of accepted search committee procedures, irregular personal hiring of unsuitable personnel, financial irresponsibility and repeated factual misrepresentations to our governing board, the Executive Committee of Corporation. They see an escalating number of current and imminent lawsuits by employees against the administration," according to the letter.

CAUT Council has called on the Corporation of Bishop's University "to recognize the legitimacy of the non-confidence motion passed by the Faculty Council" and to join the council in appointing an independent panel of inquiry to review the principal's performance and actions. ■

CAUT Council Threatens Censure of UCN

From the PAGE A1

minister of advanced education to issue directives on academic programs. It appears that legislative changes will be necessary to remedy these problems."

CAUT has asked for meetings with UCN's president and board chair and with Diane McGifford, the minister of advanced education and training, and her officials to see

if the situation can be satisfactorily resolved.

"UCN could provide a wonderful opportunity for residents of northern Manitoba," said CAUT president Loretta Czernis. "But under the present arrangement the institution will have difficulty attracting and retaining excellent staff and therefore difficulty in offering high-quality programs that northern Manitobans and the aborigi-

nal community deserve and have a right to expect."

UCN, with campuses in Thompson and The Pas, is hiring staff and plans to begin its "Year One University" program in September 2005. The former Keewatin Community College staff and programs have been integrated into UCN. ■

Version française à la page A7.

NEWS ACTUALITÉS

Council Condemns Carleton President

Administration evicts student union, police arrest 'trespassers.'

THE Carleton University administration was condemned by delegates attending last month's CAUT Council meeting for its heavy-handed treatment of student organizations.

Carol Saab, president of the Carleton University Student Association, told delegates in Ottawa April 29 of the administration's attempt to evict them from student-leased space that the university wants to appropriate.

The space, for which the student organization pays \$600,000 a year in rent, includes the International Student Centre, the student pub and patio, and Baker Lounge, the main student-run meeting place for the more than 150 student organizations at Carleton.

Saab described how the university moved a construction crew in at 4 am, after mediation had failed the night before, and called police to remove student leaders who were trying to prevent work being done until their objection to the eviction could be heard in court.

She told delegates of how, days later, Carleton's president intervened to stop students from presenting a compromise to the university's board of governors, and then had students on the patio of the student pub arrested for trespassing, while construction workers nailed shut exit doors so other students could not join their colleagues.

Loretta Czernis, president of CAUT, said she'd never heard of a university treating its student organizations in such a manner.

"The administration persuaded the board of governors to refuse to allow the students to make a compromise proposal to resolve the matter. It brought in construction workers in the dead of night to begin demolition. It arranged on repeated occasions to have student leaders arrested for trespassing on the space the student organization had leased... Such actions are a dis-



Protest Action — CAUT Council delegates (top) gather in front of the partially-demolished student pub on Carleton's campus in Ottawa April 30. CAUT president Loretta Czernis (left) speaks at a student rally at Carleton April 25. Student union president Carol Saab (right) addresses CAUT Council April 29.

grace," Czernis said. "If the parties could not agree, the court should have been allowed to resolve the matter."

Emergency Motion

To show their outrage over the administration's treatment of students during this dispute, Council delegates voted to "express our solidarity with and support for Carleton student associations, condemn the deplorable act of the president of the university and demand that the university cease immediately its

actions against the Carleton student associations and resume discussions to resolve the matter in a fair, reasonable and equitable manner, and that no charges be pressed against the students."

In addition, delegates voted to donate \$5,000 to assist Carleton student associations in their actions to protect student-leased space at the university and instructed CAUT to arrange buses so delegates could spend their lunch break the next day with the Carleton students in their partially-demolished pub. CUSA provid-

ed the delegates with lunch and showed video footage of the board meeting where students were not allowed to make a presentation and of the police arrests on campus.

In a new move in early May, the university arranged for the blocking off of the fourth floor student lounge and the arrests of still more student leaders who argued for a delay in construction until the court issued its ruling. ■

Version française à la page A7.

Une nouvelle association se joint à l'ACPPU

Le Conseil de l'ACPPU a accueilli en avril dernier un nouveau membre : l'Association des professeurs de l'Ecole de médecine du Nord de l'Ontario (NOSMFA).

L'association, qui représente le personnel académique du nouvel établissement, cherche activement à se faire accréditer en vue d'instaurer les droits de négociation collective du personnel sur les deux campus de l'école.

Le président de la NOSMFA, Brian Ross, s'est dit ravi que son association adhère à l'ACPPU.

« Le fait que nos membres soient répartis entre deux campus distants l'un de l'autre de 1 000 kilomètres nous mettra en présence d'une multitude de défis », déclare M. Ross. « Nous sommes toutefois persuadés que nous mènerons bientôt à bien notre campagne d'accréditation et que nous négocierons avec succès notre première convention collective. Nous comptons bénéficier largement des conseils et du soutien de l'ACPPU et de ses associations membres. »

L'École de médecine du Nord de l'Ontario est une entreprise conjointe des universités Laurentienne, à Sudbury, et Lakehead, à Thunder Bay. Elle comportera de multiples centres d'enseignement et de recherche situés un peu partout dans le Nord de l'Ontario. La première classe d'étudiants en médecine du premier cycle sera admise en septembre 2005. ■

English on page A4.

Bishop's : motion de blâme contre le recteur

Suite de la PAGE A1

a éclaté au grand jour dans les mois qui ont précédé le vote. C'est en mars dernier que plus de 50 membres du personnel ont écrit une lettre ouverte au recteur pour réitérer leurs préoccupations.

« Bon nombre de personnes ont constaté que diverses irrégularités se sont produites dans les derniers mois. » Les signataires de la lettre accusaient le recteur, entre autres, d'avoir enfreint délibérément et visiblement en toute illégalité les statuts de l'université (règlements, ordonnances et règles), d'avoir mal traité des employés loyaux, d'avoir contrevenu au Code du travail du Québec, d'avoir eu recours à des manœuvres d'intimidation, d'avoir violé les pratiques admises du comité de recrutement, d'avoir personnellement embauché des employés inaptes, d'avoir agi de manière irresponsable sur le plan financier et d'avoir fait à plusieurs reprises des déclarations factuelles inexactes au comité exécutif de la Corporation.

Le Conseil de l'ACPPU a demandé à la Corporation de l'Université Bishop's « de reconnaître la légitimité de la motion de blâme adoptée par le conseil du corps enseignant » et de constituer de concert avec ce dernier une commission d'enquête indépendante chargée d'étudier le rendement et les agissements du recteur. ■

Entente budgétaire : nouvelles sommes prévues pour l'enseignement supérieur

DANS un effort visant à sauver leur gouvernement minoritaire en péril, les Libéraux ont annoncé le mois dernier qu'ils modifiaient le budget fédéral afin d'accueillir les demandes des Néo-démocrates qui exigent qu'on augmente les montants consacrés à l'éducation, à l'aide étrangère et aux garderies.

En vertu de cette entente, le NPD prêtera son appui aux Libéraux au pouvoir avant un vote de non-confiance en échange de nouveaux investissements dans divers programmes sociaux.

L'entente consiste, entre autres, à retarder les réductions d'impôt prévues pour les sociétés et à augmenter de 1,5 milliard de dollars les transferts du fédéral dans l'enseignement postsecondaire au cours des deux prochaines années. Alors qu'il reste encore à élaborer les détails du nouvel investissement, les provinces devront accepter de réduire les frais

de scolarité pour être admissibles à ce nouveau financement.

« Ce budget n'est pas parfait », dit Jack Layton, chef du NPD. « Cependant, on l'a amélioré et équilibré, sans compter qu'on y prévoit des réductions d'impôt pour les petites entreprises. De plus, on investit dans nos ressources humaines et dans l'environnement. »

Les groupes d'étudiants ont accueilli favorablement cette entente, puisqu'on s'attaque au problème de la hausse du coût des études universitaires et collégiales.

« Les conséquences d'un tel geste vont bien au-delà de la réduction très souhaitée des frais de scolarité », déclare George Soule, président national de la Fédération canadienne des étudiants et étudiantes. « Cette étape marquera également le retour grandement attendu du gouvernement fédéral dans l'élaboration des politiques touchant l'enseignement

postsecondaire. »

Le plan de réduction des frais de scolarité a cependant fait l'objet de critiques de la part d'un analyste des politiques qui a prévenu qu'une réduction des frais nuirait aux étudiants à faible revenu, alors que les gens présentant un revenu supérieur à la moyenne bénéficieraient de la plupart des sommes disponibles.

« En réduisant de 500 \$ les frais de scolarité d'un étudiant dans le besoin, on réduit de 500 \$ les subventions et de 120 \$ les crédits de scolarité », selon Alex Usher de l'Educational Policy Institute. « Autrement dit, en réduisant de 500 \$ les frais de scolarité d'un étudiant dans le besoin, celui-ci se retrouve avec 120 \$ de moins. Il s'agit là d'une politique où les étudiants ayant peu de besoin y gagnent, alors que les plus nécessiteux y perdent. »

Cependant, Michael Conlon, chercheur auprès de la Fédération

canadienne des étudiantes et étudiants, considère que l'argument de M. Usher ne résiste pas à l'examen.

« Un ajustement sur le plan administratif permettrait d'éviter facilement la crise fomentée par M. Usher », dit M. Conlon. « On pourrait résoudre le problème en réduisant le montant des subventions. »

M. Conlon ajoute que pour le gouvernement provincial, une réduction des frais subventionnée par le fédéral entraînera des économies importantes.

« La réduction des frais entraîne, à son tour, une baisse des besoins financiers des individus et, par conséquent, du prêt consenti par la province », selon M. Conlon. « Les économies découlent des frais administratifs et des frais d'intérêt qui courrent sur les prêts tout au long des études. » ■

English on page A6.

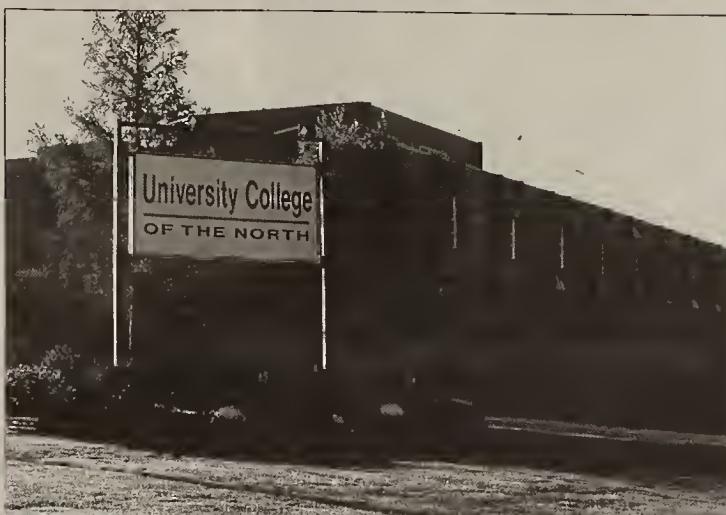
NEWS ACTUALITÉS

Le Collège universitaire du Nord frappé de censure

UNE motion de censure a été déposée à l'endroit du nouveau Collège universitaire du Nord (CUN) établi au Manitoba. Invoquant le défaut du gouvernement manitobain et du conseil d'administration intérimaire du CUN de mettre en œuvre des dispositions qui garantissent au personnel académique du collège les droits à la liberté académique, à la permanence et à une véritable direction collégiale, le Conseil de l'ACPPU a décidé, par suite d'un vote unanime pris à son assemblée du 29 avril, d'imposer une motion de censure lors de son assemblée de novembre 2005 à moins que des mesures satisfaisantes ne soient prises pour réparer ces omissions.

« Nous avons amorcé, au début de 2002, les discussions avec les responsables du gouvernement du Manitoba sur ce qu'ils ont l'intention de faire pour redresser la situation du nouvel établissement », déclare James Turk, directeur général de l'ACPPU. « Nous n'avons cessé d'insister sur la nécessité d'assurer la liberté académique et la permanence et de mettre en place une direction collégiale chargée de prendre les décisions concernant l'orientation générale et la politique d'éducation du collège. Malheureusement, aucune disposition n'a été prise à cet effet. »

M. Turk a espéré que le conseil intérimaire du CUN entamera des discussions avec l'ACPPU et son homologue provincial, la Manitoba Organization of Faculty Associations, en vue d'adopter des politiques visant à protéger la liberté académique et à prévoir, comme il est courant dans la plupart des universités canadiennes, des clauses sur la



permanence qui s'appuient sur des dispositions traitant de l'éventualité d'une nécessité financière et d'un excédent de personnel.

« La pierre d'achoppement dans le règlement de cette question est le refus du gouvernement de conférer à l'établissement les pouvoirs d'une direction collégiale équivalents à ceux dont sont investis les sénats des autres universités manitobaines », explique M. Turk. De plus, la *Loi sur le Collège universitaire du Nord* habille le ministre responsable de l'enseignement supérieur à donner des directives sur les programmes devant être offerts au collège. Il s'avère qu'il faudra nécessairement apporter

des modifications législatives pour remédier à ces lacunes. »

L'ACPPU a demandé de rencontrer le recteur et le président du conseil du CUN ainsi que la ministre de l'enseignement supérieur et de la formation, Diane McGifford, et ses fonctionnaires afin de déterminer si la situation peut être redressée de façon satisfaisante.

« Le CUN pourrait être un établissement d'enseignement par excellence pour les résidents du nord du Manitoba », soutient Loretta Czernis, présidente de l'ACPPU. « Mais, suivant les modalités actuelles, le collège aura de la difficulté à recruter et à fidéliser d'excellents employés

et, par conséquent, à offrir des programmes de grande qualité que méritent les Manitobains du Nord et la collectivité autochtone et auxquels ils sont en droit de s'attendre de la part d'un tel établissement. »

Le CUN, dont les principaux campus se trouvent à Thompson et Le Pas, procéde à l'heure actuelle à l'embauche de son personnel et prévoit de lancer son programme universitaire de « l'an un » en septembre 2005. Le personnel et les programmes de l'ancien Collège communautaire de Keewatin ont été intégrés au CUN. ■

English on page A1.

Enquête : coup d'œil sur Acadia

L'ACPPU a institué un comité d'enquête spécial chargé d'examiner le refus d'accorder la permanence à Eileen Hogan. Professeure agrégée à l'École de nutrition et de diététique de l'Université Acadia, Mme Hogan a vu son dernier appel rejeté par un comité d'appel de l'université au début de 2003.

L'enquête devra déterminer si Mme Hogan a réussi à faire entendre sa demande de permanence et ses appels de façon équitable et si, eu égard au déroulement de la procédure, la convention collective conclue entre le conseil d'administration d'Acadia et l'Association des professeurs de l'Université Acadia (AUFA) a été violée d'une façon ou d'une autre.

« Nous jugeons la situation pré-occupante », a déclaré la présidente de l'ACPPU, Loretta Czernis. « Nous espérons que l'enquête éclaircira nos questions et parviendra à des conclusions qui soient justes pour Mme Hogan. »

Le comité est composé de deux membres : Patricia Baker, professeure agrégée de sociologie et d'anthropologie à l'Université Mount Saint Vincent, et Gayle MacDonald, professeure de sociologie à l'Université St. Thomas. La participation de l'AUFA contribuera à faciliter les travaux du comité. ■

English on page A4.

Création d'un nouveau comité

LE Comité de direction de l'ACPPU a créé un nouveau comité chargé de fournir des renseignements sur les questions intéressant le personnel enseignant clinicien.

Regroupant des représentants des membres du personnel enseignant clinicien de 13 écoles de médecine du Canada, ce comité rendra compte de questions concrètes concernant la protection et les droits du personnel enseignant clinicien.

« Nous sommes ravis que des professeurs de clinique chevronnés de tous les coins du pays aient accepté de siéger au sein du comité », a déclaré James Turk, directeur général de l'ACPPU.

Selon lui, le comité « jouera un rôle essentiel dans le suivi des recommandations du Groupe de travail sur la liberté académique des professeurs travaillant dans des établissements de soins de santé affiliés à des universités ». ■

Le Comité est composé des membres suivants : Mark Boctor (Saskatchewan), Keith W. Brownell (Calgary), Carol Cass (Alberta), Brenda Gallie (Toronto), Bertha Garcia (Western Ontario), Daniel Guitton (McGill), Gordon Guyatt (McMaster), Alan Jackson (Queen's), Alan Kwan (Memorial), Colin Powell (Dalhousie), Larry Reynolds (Manitoba), Derryck Smith (British Columbia) et Jean Wilkins (Montréal).

Le comité tiendra sa première réunion à Ottawa cette année. ■

New Committee Takes Shape

THE CAUT Executive has created a new committee to advise on issues involving clinical faculty.

The newly-formed group includes representatives of clinical faculty members from 13 of Canada's medical schools and will report on practical issues related to the protection and rights of clinical faculty.

“We are delighted that senior clinical faculty from across the country have agreed to serve on the committee,” said CAUT executive director James Turk.

He also said the committee's work will be “essential in helping us follow-up on the recommendations of the Task Force on Academic Freedom for Faculty at University-Affiliated Health Care Institutions.”

Members of the committee are Mark Boctor (Saskatchewan), Keith W. Brownell (Calgary), Carol Cass (Alberta), Brenda Gallie (Toronto), Bertha Garcia (Western Ontario), Daniel Guitton (McGill), Gordon Guyatt (McMaster), Alan Jackson (Queen's), Alan Kwan (Memorial), Colin Powell (Dalhousie), Larry Reynolds (Manitoba), Derryck Smith (British Columbia) and Jean Wilkins (Montréal).

The committee will hold its first meeting in Ottawa later this year. ■

The task force report released in November 2004—Defending Medicine: Clinical Faculty and Academic Freedom—is available at www.caut.ca/en/publications/default.asp.

Le Conseil condamne les gestes du recteur de Carleton

LES délégués qui participaient le mois dernier à la réunion du Conseil de l'ACPPU ont condamné l'administration de l'Université Carleton pour le traitement sévère qu'elles avaient réservé aux organisations étudiantes.

Carol Saab, présidente de l'association étudiante de cette université, a déclaré aux délégués présents à Ottawa le 29 avril que l'administration avait tenté de les expulser des locaux loués par les étudiants et dont l'université souhaite s'approprier.

Ces locaux, pour lesquels l'organisation étudiante verse un loyer annuel de 600 000 \$, comprend le centre destiné aux étudiants étrangers, le pub des étudiants et la cour, ainsi que le Baker Lounge, le lieu de rencontre principal exploité par les étudiants et utilisé par plus de 150 organisations étudiantes à Carleton.

Mme Saab a décrit la façon dont l'université a fait appel à une équipe de construction à 4 h après que la médiation eut échoué la veille et appela la police pour expulser les leaders étudiants qui tentaient de les empêcher de travailler jusqu'à ce que le tribunal puisse entendre leur objection à l'expulsion.

Afin de démontrer à quel point ils sont dégoutés par la façon dont l'administration a traité les étudiants durant ce conflit, les délégués du Conseil ont décidé « d'exprimer notre solidarité envers les associations étudiantes et de les appuyer, en plus de condamner le geste déplorable du recteur de l'université et d'exiger

que celle-ci mette fin sur-le-champ à ses mesures contre les associations étudiantes de Carleton, qu'elle reprenne les discussions pour trouver une solution juste, raisonnable et équitable au problème, et qu'elle s'engage à ne porter aucune accusation contre les étudiants. »

De plus, les délégués ont décidé d'offrir 5 000 \$ pour venir en aide aux associations étudiantes de Carleton.

« L'administration a persuadé le conseil d'administration de refuser de permettre aux étudiants de présenter une proposition de compromis afin de résoudre la question. Elle a fait appel à des travailleurs de la construction au beau milieu de la nuit pour entreprendre la démolition. Elle s'est organisée à plusieurs reprises pour faire arrêter les leaders étudiants pour être entrés sans autorisation dans les locaux que l'organisation étudiante avait loués... De telles mesures constituent une honte », de dire Mme Czernis. « Si les parties ne pouvaient s'entendre, on aurait dû soumettre la question aux tribunaux. »

Dans un nouveau geste qu'elle a posé au début de mai, l'université s'est organisée pour empêcher l'accès au salon étudiant au quatrième étage et pour faire arrêter d'autres leaders étudiants qui ont insisté pour qu'on retardé la construction jusqu'à ce que le tribunal rende sa décision. ■

The task force report released in November 2004—Defending Medicine: Clinical Faculty and Academic Freedom—is available at www.caut.ca/en/publications/default.asp.

que celle-ci mette fin sur-le-champ à ses mesures contre les associations étudiantes de Carleton, qu'elle reprenne les discussions pour trouver une solution juste, raisonnable et équitable au problème, et qu'elle s'engage à ne porter aucune accusation contre les étudiants. »

De plus, les délégués ont décidé d'offrir 5 000 \$ pour venir en aide aux associations étudiantes de Carleton dans leur démarche visant à protéger les locaux que louent les étudiants en plus d'avoir demandé à l'ACPPU de mobiliser des autobus afin que les délégués puissent consacrer leur période de repos du lendemain avec les étudiants de Carleton dans leur pub qu'on a partiellement détruit. La CUSA a offert le repas aux délégués et présenté un vidéo montrant la réunion du conseil lors de laquelle on avait interdit aux étudiants de faire leur présentation et les arrestations que la police avait effectuées sur le campus.

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English on page A5.

Photo: University College of the North



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NEWS

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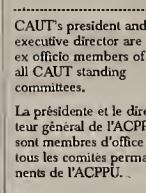
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CAUT's president and
executive director are
ex officio members of
all CAUT standing
committees.

La présidente et le directeur général de l'ACPPU
sont membres d'office de
tous les comités permanents de l'ACPPU.

CAUT STANDING COMMITTEES COMITÉS PERMANENTS D'ACPPU

AF&T/LAPE

Victor Catano (St. Mary's)
William Bruneau (UBC)
T. Edward Hannah (Memorial)
Anne Stalker (Calgary)
Len Findlay (Saskatchewan)
Richard Moon (Windsor)
Denise Réaume (Toronto)
Mark Rudoff (Brandon)
Jane Toswell (Western Ontario)

CBEB/NCAE

Chris Ferns (Mt. St. Vincent)
Douglas Lorimer (Wilfrid Laurier)
Maureen Shaw (FPSE-Kwanden)
Gary Tompkins (Regina)
Brenda Austin-Smith (Manitoba)
Michael Dawes (Western Ontario)
Sonya Lipsett-Rivera (Carleton)
Moira McLaughlin (St. Thomas)

Librarians Bibliothécaires

Kent Weaver (Toronto)
John Neilson (UNB)
Joanne Matthews (UNBC)
Meg Raven (Mt. St. Vincent)
Doug Brigham (UBC)
Mary Kanduk (York)
Suzanne L' O'Neill (OPSEU-Fanshawe)
Peggy White (Calgary)

Women/Femmes

Wendy Robbins (UNB)
Barbara Cameron (York)
Julie Guard (Manitoba)
Katherine Side (Mt. St. Vincent)
Nancy Clegg (FPSE-Kwanden)
Cheryl Gosselin (Bishop's)
Paddy Musson (OPSEU-Fanshawe)
Erin Steuter (Mt. Allison)

The first person listed above for each standing committee is the committee chair.
 Pour chaque comité permanent, la personne en tête de liste est celle qui le préside.

CAREERS CARRIÈRES

SOCIAL SCIENCE — McGill University, Associate Director, Institute for Health and Social Policy McGill University is launching an exciting new Institute for Health and Social Policy which will span the many facets of the University. Extensive research underlies the Institute's proposed program: health, labor conditions, education, and other social conditions and policies on the health and well-being of individuals, families, and populations. The new McGill University Institute for Health and Social Policy will conduct and support world-class research into how social conditions impact on health and will lead programs designed to translate research findings into policies and programs on health and other issues. We are inviting applications for the position of Associate Director. The Associate Director will have the opportunity to help shape the Institute during its formative years and will be responsible for the following:

Education/Experience and Qualifying Skills: PhD in relevant field required with at least 5 years of professional experience carrying out research, advanced analytic, or computer programming work in relevant areas. Experience with qualitative, sociological, economics, biostatistics or epidemiology. Experience managing academic computing facility required. Expertise in conducting research which addresses poverty and social inequalities. Experience analyzing large household surveys from multiple countries, including multivariate and non-linear regression analysis, data sets from Africa, Latin America, and/or Asia as well as North America strongly preferred. Experience with gender, race and ethnicity data from multiple sources in comparative formats strongly preferred. Strong SAS programming skills required. Knowledge of STATA, SPSS, and other advanced statistical software preferred. Experience with University Knowledge of statistics including multivariate and non-linear regression. Strong writing skills and ability to work independently. To apply, please send cover letter, CV, a writing sample, and contact information for three referees to the Institute for Health and Social Policy, McGill University, 1020 Pine Avenue West, Montreal, Quebec, H3A 1A2. In addition to sending a full dossier by mail, candidates should send an electronic copy of their letter of application and their CV to the Institute Director: applicants.ihsp@mcgill.ca. (Please put "Application for Associate Director" in the subject heading.)

Review of applications will begin on May 1, 2005 and will continue until the position is filled. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

SOFTWARE ENGINEERING — University of Waterloo The Software Engineering Board invites applications for the rank of Associate Director. The position is to be appointed to the rank of Lecturer, with the possibility of the appointment being converted to a permanent position. A candidate must possess a graduate degree, preferably a PhD in Software Engineering. Candidates must have a strong background in the Science of Computer Engineering, and must be willing to seek Ontario registration as a Professional Engineer. The candidate must also demonstrate experience in teaching software engineering in software engineering or related area. Industrial experience is desirable. The appointment could start as early as July 2005. Applications will be considered on a rolling basis. Interested candidates should apply online at <http://www.ceee.uwaterloo.ca>, a professional undergraduate program jointly offered by the Department of Electrical and Computer Engineering (<http://www.ece.uwaterloo.ca>) and the School of Computer Science.

maintain a warehouse of global data on social and demographic trends, health and well-being outcomes, and public policies. Major responsibilities of the Research Associate will include independent research, writing articles and abstracts, presenting at international conferences, applying for peer-reviewed funding support, obtaining data both from global sources and from national household surveys, and in some settings, creating parallel measures across the data sources and a large linked data infrastructure. Education/Experience and Qualifying Skills: PhD in relevant field required with at least 5 years of professional experience carrying out research, advanced analytic, or computer programming work in relevant areas. Experience graduate courses in epidemiology, economics, biostatistics or sociology. Experience with qualitative data sets from multiple sources in comparative formats strongly preferred. Strong SAS programming skills required. Knowledge of STATA, SPSS, and other advanced statistical software preferred. Experience with University Knowledge of statistics including multivariate and non-linear regression. Strong writing skills and ability to work independently. To apply, please send cover letter, CV, a writing sample, and contact information for three referees to the Institute for Health and Social Policy, McGill University, 1020 Pine Avenue West, Montreal, Quebec, H3A 1A2. In addition to sending a full dossier by mail, candidates should send an electronic copy of their letter of application and their CV to the Institute Director: applicants.ihsp@mcgill.ca. (Please put "Application for Associate Director" in the subject heading.)

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Join BC's New University

April 1, 2005, UCC in Kamloops is BC's newest university, Thompson Rivers University — a primarily undergraduate institution that will be the most innovative university in Canada to day.

More than 9,000 students attend TRU, one of BC's largest universities, to study in one of over 40 degree options or 50 different diploma and certificate programs.



THOMPSON RIVERS
UNIVERSITY

TRU invites applications
for the following positions:

FACULTY MEMBERS

ENGLISH AND MODERN LANGUAGES (SPANISH)

Part-Time

Competition #05-040

VISUAL AND PERFORMING ARTS (SCULPTURE)

Full-Time, Continuing

Competition #05-047

SCHOOL OF BUSINESS & ECONOMICS

(2 positions) Full-Time, Continuing

International Business

Competition #05-054

Human Resource Management

Competition #05-055

For further information about these positions
visit our website at:
<http://hr.tru.ca/hr/jobs.php>

We wish to thank all applicants; however,
only those under consideration will be contacted.

www.tru.ca

les Programme, University of Winnipeg, 515 Portage Avenue, Winnipeg, MB, R3B 2G9, Fax: (204) 774-4134; Email: f:green@uwwinnipeg.ca. The deadline for applications is May 30, 2005.

ASSOCIATE PROFESSOR — Queen's University As part of the Faculty of Arts and Science at Queen's University, the Department of Women's Studies seeks applications for a ten-month non-renewable position at the rank of Associate Professor. Preferred qualifications include teaching, academic advising, promoting the program, and coordinating administrative tasks with counterparts in Computer Science and in Electrical and Computer Engineering. Opportunities for professional development and/or participation in research are also expected. The University of Waterloo encourages applications from women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Applications will be considered on a rolling basis and continue until a successful candidate is selected. The University invites applications from all qualified individuals who demonstrate commitment to excellence in research and teaching. The position will be filled on August 1, 2005.

ASSISTANT PROFESSOR — Queen's University

Applications for a ten-month non-renewable

position at the rank of Assistant Professor

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CONFERENCE

Academic Freedom Post-9/11

Governments have responded aggressively to security concerns in the aftermath of September 11. Sweeping anti-terrorism laws have been introduced; executive powers of governments have been strengthened; and long-standing civil liberties called into question.

The Harry Crowe Foundation is hosting a conference to consider the post 9/11 impact on universities and colleges. Bringing together leading experts from

across North America, the conference will look at lessons from past times when security fears threatened academic freedom and will examine the current situation in Canada, the United States and internationally.

The conference is open to representatives from faculty associations, student organizations, NGOs, governments, trade unions and members of the public.

28-30 October 2005

MARRIOTT TORONTO BLOOR
YORKVILLE HOTEL

FRIDAY

SATURDAY

SUNDAY

Noon	REGISTRATION
1.45	OPENING SESSION Welcome Howard Pawley (President, Harry Crowe Foundation)
2.00	PLENARY The Sacking of Bertrand Russell at Cambridge in 1916: Implications for Today Andrew Bone (Senior Research Associate, Bertrand Russell Research Centre, McMaster University)
3.00	REFRESHMENT BREAK
3.15	PLENARY PANEL Lessons from the Cold War Era Chandler Davis (Professor Emeritus of Mathematics, University of Toronto; Distinguished Editor, <i>Linear Algebra and its Applications</i> ; Editor-in-Chief, <i>The Mathematical Intelligencer</i> . After refusing to testify before the House Un-American Activities Committee without invoking the 5th Amendment, Davis was dismissed from the University of Michigan, convicted for contempt of Congress and jailed. He came to the University of Toronto in 1962.)
4.30	DISCUSSION GROUPS Today and Yesteryear: Similarities and Differences
6.00	RECESS

9.00	PLENARY Anti-Terrorism Laws and Academic Freedom: Canadian Perspectives Allan Manson (Professor and Chair of Graduate Studies, Faculty of Law, Queen's University; former Deputy Judge, Yukon Territorial Court; Author of <i>Law of Sentencing and co-author of Sentencing and Penal Policy in Canada</i> .)
10.30	REFRESHMENT BREAK
10.45	DISCUSSION GROUPS Reflections on the Canadian Experience
Noon	LUNCH (Not Provided)
1.30	PLENARY Anti-Terrorism Laws and Academic Freedom: American Perspectives Jonathan R. Cole (John Mitchell Mason Professor of the University, Columbia University; Provost and Dean of Faculties, Emeritus, Columbia University; Fellow, American Academy of Arts and Sciences; National Associate, U.S. National Academies of Sciences; Author of <i>Academic Freedom Under Fire</i> , Daedalus, Spring 2005.)
3.00	REFRESHMENT BREAK
3.15	PLENARY Anti-Terrorism Laws and Academic Freedom: International Perspectives Peter Leuprecht (Directeur, Institut d'études internationales de Montréal, Université du Québec à Montréal; UN Representative of the Secretary General for Human Rights in Cambodia; Former Dean of Law, McGill University; Former Deputy Secretary General, Council of Europe; Recipient, Prix du citoyen européen; Member, committee of four Sages asked to prepare a human rights agenda for the European Union for the year 2000.)
5.00	RECESS

9.00	PLENARY Secrecy in Research Joel R. Lexchin (Emergency Physician, University Health Network; Associate Professor, School of Health Policy and Management, York University; Associate Professor, Department of Family and Community Medicine, University of Toronto; Author of "Transparency in Drug Regulation: Mirage or Oasis?")
10.30	REFRESHMENT BREAK
10.45	PLENARY Looking Back/Looking Ahead Jon Thompson (Professor and Chair of Mathematics and Statistics, University of New Brunswick; Member, Arthur Commission into Academic and Scientific Integrity; Chair, Olivian Committee of Inquiry; Recipient, Milner Memorial Award.)
12.30	ADJOURNMENT

Noon	CLOSING SESSION Wrap-Up Howard Pawley (President, Harry Crowe Foundation) Brenda Gallie (Vice-President, Harry Crowe Foundation)
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Conference registration and hotel information available at www.crowefoundation.ca

Harry Crowe Foundation
2675 Queensview Drive, Ottawa, Ontario K2B 8K2 | Tel: 613-820-2270 | Email: hcf@crowefoundation.ca
www.crowefoundation.ca